

<i>Date</i>	<i>Kind of Meeting</i>	<i>Where Held</i>
May 10, 2011	Special Called	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
<i>Presiding Officer</i>	<i>Members Present</i>	<i>Members Absent</i>
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, Vice-Chairman, District 1 Mr. Franklin Jones, District 2 Mr. Charles Woodall, District 3 Mr. Jimmy Addison, District 4 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	

Dr. Harry Wayne Parrish called the meeting to order at 5:05 p.m.  
Mr. Charles Woodall led in prayer.  
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

**Approval of Agenda and Proposed Agenda Modifications:**

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison to approve the Agenda and proposed Agenda modifications as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

**Personnel Services**

Dr. Dell Goodwin presented the Personnel Agenda deleting Item E.21.

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to approve the Personnel Agenda as presented and as recommended by the Superintendent.

Mr. Charles Woodall asked if the non-renewals were strictly Principals. Dr. Dell Goodwin stated they were Principal recommendations and some were hires for this year only. Mrs. Charles Woodall stated but the final say so was with the Principal at the school. Dr. Dell Goodwin stated from the Principal to the Superintendent and then the Superintendent recommendation. Mr. Charles Woodall stated I just want to make sure I understand that each Principal sends it to the Superintendent. Dr. Dell Goodwin stated they send it to me. Mr. Charles Woodall stated if we have a question about a particular one we really need to talk with the Principal right. Mr. Ben Armstrong requested that E.10 be pulled.

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to approve the Personnel Agenda with the exception of Item E.10 as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See Personnel Below)

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve Item E.10 of the Personnel Agenda as presented and as recommended by the Superintendent.

Mr. Ben Armstrong stated as to that item I have gotten a lot of calls about this today and we just found out about it yesterday. I think that a lot of people that are here are in support of this particular teacher. I do not know what the process or procedure is for trying to get some more information. I think this may have been what Mr. Woodall was getting at as far as the Principal is concerned. I know this is going to impact us not just in the classroom but athletics as well. Dr. Dell Goodwin stated he is a non-tenured employee and it does not have to be a reason why. Mr. Jimmy Addison stated the certified personnel have to be notified by the last day of school correct? If some of the Board Members have some questions and would like to discuss with you at a particular time any of these is that possible if we pull one of these. Mr. Franklin Jones asked does that mean we cannot pass it tonight. Dr. Dell Goodwin stated you can pass it tonight it is at the pleasure of the Board. Mr. Charles Woodall asked what the last day of school is. Dr. Dell Goodwin stated you do not have to pass it I was just saying you have the option if you want to pass it. Mr. Ben Armstrong stated these are not positions being eliminated these are just individual employees that are being non-renewed. Dr. Dell Goodwin stated some of these are positions we may have had Title I money for this year only and some of these positions will be advertised again. Mr. Chris Maddox stated just to be clear the Board would have specifically with regard to the item that has been pulled the Board would have until the last day of the school year to make a determination on that. Dr. Dell Goodwin stated right. We have another Board meeting Monday night. Dr. Harry Wayne Parrish asked do you want to pull it until then. Mr. Franklin Jones stated if I was privileged to information as some of the others may be I could help make a decision but I do not know what everybody else knows. Dr. Dell Goodwin stated but it is the recommendation of the Superintendent. Dr. Harry Wayne Parrish stated the Principal and the Superintendent. Mr. Franklin Jones asked can more information be shared or not? Mr. Ben Armstrong stated just getting this yesterday I did not start receiving phone calls until after lunch today but I had several parents call me in regards to this and I think a lot of it has to do not just with the classroom but with the fact that this employee is involved in athletics as well. I can look out here and see that there is a lot of support. I may be

assuming on that but from the people that contacted me and the faces I see it appears to be some of the same individuals in support of this person. I know maybe it is not our place to step into the individual decisions but I know that any other time I have seen a decision made with athletics involved especially it seems like we have had a little more consideration or time for consideration. Dr. Dell Goodwin stated I mentioned this is the Superintendent's recommendation. Mr. Chris Maddox stated Mr. Segrest procedurally would we have to vote on the motion that is on the floor or could that issue be tabled until the next Board meeting. Mr. Jere Segrest stated Mr. Addison made that motion to approve. Was it seconded? Mr. Jimmy Addison stated I can rescind it. Mrs. Brenda Guilford stated I need to understand a little more. These are non-tenured? Dr. Dell Goodwin stated all of these are non-tenured. Mrs. Brenda Guilford stated so if it is a non-tenured employee have we not in the past cut these positions and then depending upon the budget we could call back. Have we not done that? Mr. Jimmy Addison stated in some instances. Mrs. Brenda Guilford stated my only concern now is getting into the thing that if we get calls about a certain person that we are able to follow this on down the line and since they are non-tenured and we do not have to give a reason and there might not be any problems with the but the possibility of this person being called back with the budget says we can call them back like we always do. Is that the way we generally do it? Dr. Dell Goodwin stated we have had employees that were non-renewed in May and rehired later. Dr. Harry Wayne Parrish stated what I am trying to get clear and what you are saying is if he is non-renewed right now he can be rehired in the summer if approval of the Principal, Superintendent and Board. Dr. Dell Goodwin stated the Principal would recommend again and then the Superintendent would recommend it to you. Mrs. Brenda Guilford stated since we have a lot of support for this particular person then perhaps that support will continue on so that if the funds are available and I am sure from the past we have called back a number of these people. It is just standard that we do that. It is a safety catch not to confuse it with okay we will get rid of all of these people. I think many times the public does not understand that. Many of these people that we cut at this point will be called back. Dr. Harry Wayne Parrish stated I think we have two choices here. I think we can rescind it Coach and your second. Mr. Franklin Jones stated I need a little more discussion please. Are there any other non-tenured employees that are still on? Dr. Dell Goodwin stated yes there are. There are other non-tenured employees. These are not all the non-tenured employees. Mrs. Brenda Guilford asked on what basis we determine who will be on this list. Dr. Dell Goodwin stated either employees that were hired for this year only or they were Principals' recommendations. Mr. Jimmy Addison made a motion to rescind his recommendation to be tabled until the Monday night meeting. Dr. Harry Wayne Parrish stated I want to make sure this is right Mr. Segrest. Coach Addison is rescinding his motion to table it until Monday night. Does that turn into a recommendation with a second now? Mr. Jere Segrest stated right.

Mr. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to rescind my recommendation and have that tabled until the Monday night's meeting. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See Personnel Below)

Mr. Charles Woodall stated I think just to clarify. I think most of these people are here tonight because we are not eliminating all non-tenured and the odds of this person getting hired back are pretty slim because he was handpicked to be eliminated. Mrs. Guilford, some of that is correct but also in this situation if this position gets advertised again I think the likelihood of this person getting hired back would be pretty slim because he was getting cut anyway.

DOTHAN CITY BOARD OF EDUCATION - Personnel Action Sheet

TO: Board Members  
FROM: Sam R. Nichols  
DATE: May 10, 2011

I recommend approval of the following personnel items:

- A. RETIREMENT(S):
  - 1. Dr. Jimmy L. McCarty, Director of Federal Programs for Dothan City Schools, effective July 1, 2011
  - 2. Teresa Pittman-Wall, resource specialist at Cloverdale Elementary School, effective June 1, 2011
  - 3. Floyd Griffin, business education teacher at Northview High School, effective July 1, 2011
  - 4. Captain Jack Hyatt, ROTC teacher at Northview High School, effective July 1, 2011
- B. RESIGNATION(S):
  - 1. Jessica Moore, kindergarten teacher at Girard Elementary School, effective the end of the day on June 3, 2011
  - 2. Josh Parrish, science teacher at Northview High School, effective April 28, 2011
  - 3. Anna Snell, English/Language Arts teacher at Beverlyye Magnet School, effective the end of the day on June 3, 2011
  - 4. Scarlett Murphy, intervention teacher at Northview High School, effective the end of the day on June 3, 2011
- C. TRANSFER(S):
  - 1. Jolie Storey, transferring from science teacher at Dothan High School to math teacher at Dothan High School, effective the 2011-2012 school year
- D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):
  - 1. Betty Collins, additional temporary employment for extra clerical work at Montana Street Magnet School, as needed, to be paid out of Principal's fund, effective the summer of 2011
  - 2. Amanda Rodgers, additional temporary employment for summer screening at DCS Preschool Center, as needed, to be paid out of Headstart funds, effective the summer of 2011
  - 3. Julia Coleman, additional temporary employment for summer screening at DCS Preschool Center, as needed, to be paid out of Headstart funds, effective the summer of 2011
  - 4. Felicia Smiley, additional temporary employment for summer screening at DCS Preschool Center, as needed, to be paid out of Headstart funds, effective the summer of 2011

5. Betsy Pike, additional temporary employment for summer screening and/or testing at DCS Preschool Center, as needed, to be paid out of Headstart funds, effective the summer of 2011
  6. Stephenson McClendon, additional temporary employment for extra custodial duties at DCS Preschool Center, to be paid out of Headstart funds, effective the summer of 2011
  7. Teresa Farkas, additional temporary employment as psychometrist in the Exceptional Student Services Department, as needed, to be paid out of I.D.E.A. funds, effective the summer of 2011
  8. Mary Singletary, additional temporary employment as psychometrist in the Exceptional Student Services Department, as needed, to be paid out of I.D.E.A. funds, effective the summer of 2011
- E. NON-RENEWAL(S):
1. Anna Doswell, first grade teacher at Kelly Springs Elementary School, effective the end of the day on June 3, 2011
  2. Terri Lee, second grade teacher at Kelly Springs Elementary School, effective the end of the day on June 3, 2011
  3. Juliane Benefield, fifth grade teacher at Kelly Springs Elementary School, effective the end of the day on June 3, 2011
  4. Erica Broome, third grade teacher at Grandview Elementary School, effective the end of the day on June 3, 2011
  5. Norris Danzey, fifth grade teacher at Grandview Elementary School, effective the end of the day on June 3, 2011
  6. Sarah Davis, fourth grade teacher at Grandview Elementary School, effective the end of the day on June 3, 2011
  7. Brenda King, kindergarten teacher at Grandview Elementary School, effective the end of the day on June 3, 2011
  8. Tina Strickland, third grade teacher at Grandview Elementary School, effective the end of the day on June 3, 2011
  9. Jarrett Maddox, math teacher at Dothan High School, effective the end of the day on June 3, 2011
  10. Kaye Ritchie, science teacher (part-time, 17 hours/week) at Dothan High School, effective the end of the day on June 3, 2011
  11. Chris White, graduation coach at Dothan High School, effective the end of the day on June 3, 2011
  12. Joel Harvin, P.E. teacher at Morris Slingluff Elementary School, effective the end of the day on June 3, 2011
  13. Tiffany Williams, fifth grade teacher at Girard Elementary School, effective the end of the day on June 3, 2011
  14. Marie Brackin, third grade teacher at Faine Elementary School, effective the end of the day on June 3, 2011
  15. Matthew Clark, fifth grade teacher at Faine Elementary School, effective the end of the day on June 3, 2011
  16. Tina Dillen, first grade teacher at Faine Elementary School, effective the end of the day on June 3, 2011
  17. Tammy Ortego, first grade teacher at Faine Elementary School, effective the end of the day on June 3, 2011
  18. Tyler Holmes, math teacher (part-time, 19 hours/week) at Northview High School, effective the end of the day on June 3, 2011
  19. Sherry Taylor, math teacher at Northview High School, effective the end of the day on June 3, 2011
  20. Deborah Hunter, English/Language Arts teacher (part-time, 19 hours/week) at Northview High School, effective the end of the day on June 3, 2011
  21. Keyanna Cole, sixth grade teacher at Honeysuckle Middle School, effective the end of the day on June 3, 2011
  22. Tracey Payne, sixth grade teacher at Honeysuckle Middle School, effective the end of the day on June 3, 2011
  23. David Grier, English/Language Arts teacher at Beverlye Magnet School, effective the end of the day on June 3, 2011
  24. Phyllis Jenkins, English/Language Arts teacher at Beverlye Magnet School, effective the end of the day on June 3, 2011
  25. Matthew Smith, social studies teacher at Beverlye Magnet School, effective the end of the day on June 3, 2011
  26. Faye Swain, early learning mentor coach at DCS Preschool Center, effective the end of the day on February 28, 2012 (Headstart ARRA funds)
  27. Kala Morris, early learning mentor coach at DCS Preschool Center, effective the end of the day on February 28, 2012 (Headstart ARRA funds)
  28. Lynda Prevatt, contract speech pathologist at DCS Preschool Center, effective the end of the day on June 3, 2011
  29. Tommy Gulsby, visual arts/theatre teacher at Girard Middle School, effective the end of the day on June 3, 2011
  30. Shawania Marshall, English/Language Arts teacher at Girard Middle School, effective the end of the day on June 3, 2011
  31. Jennifer Langhammer, lead teacher at the Accelerated Recovery Center, effective the end of the day on June 3, 2011
  32. Cassy Roberts, teacher at the Accelerated Recovery Center, effective the end of the day on June 3, 2011
  33. Janie Winsell, music teacher at Faine Elementary School, effective the end of the day on June 3, 2011
- F. LEAVE OF ABSENCE(S):
1. Courtney Bratcher, school counselor at Dothan High School, effective May 11, 2011
  2. Tracy Gantt, special education teaching assistant at Kelly Springs Elementary School, effective August 2011 through December 2011

### Adjourn into Work Session

Mrs. Brenda Guilford made a motion seconded by Mr. Charles Woodall to adjourn into a Work Session as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Dr. Sam Nichols stated if you will recall we have proration declared for the last three years. What I want to do tonight is go to a PowerPoint with things that have been suggested by Board Members or Administrators and give you time to express your opinion. Mr. Jimmy Addison stated just for clarification too for people who may not have heard this

before. In that \$13 million that we lost over the last few years what percentage of our budget has that been. Dr. Sam Nichols stated proration has been 23%. What I want to do tonight is have this work session and go over this PowerPoint on things that have been suggested by Board Members, Principals and Administrators and to give you an opportunity to express your opinions, ask questions and give clarifications if needed. Mr. Jimmy Addison stated Dr. Nichols just for clarification too so that people who may not have heard this before. In that \$13 million that we have lost over the last four years, what percentage of our budget does that represent? Dr. Sam Nichols stated proration has been 23% and the additional \$3 million tacked on. The Legislature has not passed the budget yet. The budget came out of the Senate. We are working off projected numbers that we were given earlier. I want to take you through this PowerPoint to get your reaction and get your comments.

## **Proposed Budget Reductions –**

- **I recommend the elimination of the positions of Director of Elementary Curriculum and Director of Secondary Curriculum and reestablish the positions of Director of Elementary Curriculum/Federal Programs and Director of Secondary Curriculum/School Improvement.**

**Savings to General Fund - \$92,000.00**

Dr. McCarty, Director of Federal Programs is retiring and the secretarial position is being eliminated that was Dr. McCarty's. I would reassign those duties to those two Directors using school improvement dollars and federal money to save the general fund.

**I recommend the elimination of the secretary position for Elementary Curriculum and secretary position for Secondary Curriculum and reestablish the secretary position for Elementary Curriculum/Federal Programs and secretary position for Secondary Curriculum/School Improvement.**

**Savings to General Fund - \$49,000.00**

As far as savings in general fund you have eliminated one supervisory position and one secretarial position. There have been some discussions about privatizing maintenance. In my opinion there is not a cost advantage to do that.

## **Proposed Budget Reductions –**

- **I do not recommend contracting Maintenance but recommend eliminating one position, Locksmith.**

**Savings to General Fund - \$52,000.00**

**Total Maintenance Dept. Salaries/Benefits - \$393,000.00**

**Cost Estimate from Trane to Maintain Current Level of Service - \$418,000.00**

Mr. Jimmy Addison stated if the person in this Locksmith's position has seniority and someone in another position in the school system would they have the opportunity to move into another position. Dr. Sam Nichols stated there would be other positions available but not necessarily in the Maintenance Department. Mr. Jimmy Addison stated they would have the opportunity to move into it without a reduction salary. Dr. Sam Nichols stated that is correct. Mr. Jimmy Addison stated so we may not see an actual \$52,000. It may not be overall because if that person chose to go into another position that would still be there. Mr. Ben Armstrong stated on the total maintenance salary/benefit is that before or after the projected savings. I want to go back to the curriculum positions that you discussed. Are we going to establish new supplements there? Is there going to be any change in their salary? Mrs. Brenda Guilford stated one question about the curriculum. Since Dr. McCarty is retiring and that would free up his salary so what we are doing is combining the Elementary Curriculum Director's job with the Federal Programs job. So then will some of her salary come out of federal funds? Will that be some or all? Dr. Sam Nichols stated 50%. Mrs. Brenda Guilford stated then with the secretary will it be half of her salary and that is the same with Secondary Education. Dr. Sam Nichols stated yes. Mr. Charles Woodall stated the Director of Federal Programs has been all been local money in the past? Mr. Mike Manuel stated no both salaries are paid out of Title I or School Improvement.

## Proposed Budget Reductions –

- **I do not recommend contracting Payroll, no one in the State does this.**
- **I recommend reducing janitorial using 2 people at each high school and 1 at each elementary and middle school.**

**Savings to General Fund - \$1,006,000.00**

- **I recommend closing the Warehouse but maintain the secretary position with 75% being paid out of the Child Nutrition Program and maintain the warehouseman with 50% being paid out of transportation.**

**Savings to General Fund - \$25,000.00**

Dr. Sam Nichols stated payroll is so complicated and involves so many issues and we are paying an accountant and that service in my opinion we need to keep internal because of all the issues that are involved with personnel. Mr. Mike Manuel stated there are so many restrictions with PEEHIP, retirement, child support, levies, bankruptcies, verifications and more. Dr. Sam Nichols stated the recommendation for janitorial will put an extreme hardship on these individuals. The warehouseman is also a bus driver. Also, every year when we have our annual audit we receive an unqualified opinion because we are doing it right. I would suggest that we continue to receive fixed assets at this location to properly tag it before delivery to our schools.

## Proposed Budget Reductions –

- **I do not recommend privatizing transportation for the whole system based on the State Department of Education Assistant State Superintendent, Administration & Finance. Only two systems, Huntsville and Florence City, have done this and both are currently losing money. Huntsville has paid \$4 million out of local revenues for transportation for the 2010-2011 fiscal year.**
- **I do not recommend the proposal of discontinuing transportation of high school students because of the safety issues of crossing the Ross Clark Circle and Highway 431. Also the final allocation has not been released by the State Department of Education. Additional savings could be realized by an increased State allocation.**

Mr. Chris Maddox stated could you please clarify for everybody in the room are we required under law in Alabama to transport any student to schools. Dr. Sam Nichols stated in City Systems we are not required to transport students to school. We have been doing it voluntarily since 1975. We do it because of safety issues and because back when we first started we had zoning issues transporting students across town. Also, if you live a 1 ½ miles from the school there is no obligation to transport those students but we have dangerous situations of crossing railroad tracks and major highways. This year it is costing us \$400,000 out of local revenues. Some of our conversations on how we can cut back have been provide only Kindergarten through 8<sup>th</sup> grade leaving 9 through 12. Dothan High School does not have near the problems as Northview High School with 431 and the Ross Clark Circle creating a safety issue. We need to avoid this. Another issue would be with AYP, students may have a hard time getting to school. Mr. Jimmy Addison stated is there a way we could possibly consolidate some routes and make some fewer stops and longer routes rather than making door to door stops. Have two or three central locations and that is where the bus is going to pick rather than driving all around to pick them up. Dr. Sam Nichols stated that is certainly an option.

## **Proposed Budget Reductions –**

- **I do not recommend the privatizing of the Technology Department. We have over 4,000 pieces of equipment and outsourcing installation and maintenance would be astronomical. An estimate of privatizing from a local firm is \$1,700,000 on the low end. Total technology salaries are \$331,000.00.**
- **I do not recommend the privatizing of the cafeterias. Currently one system in Alabama privatizes, Alexander City, and because of the pass through they are on sound financial footing as we are. Funds would still have to be passed through to General Fund.**

## **Proposed Budget Reductions –**

- **I recommend the elimination of 20 non-special education instructional aides paid for from general funds.**

**Savings to General Fund - \$606,000.00**

- **I recommend the elimination of 10 clerical aides elementary and middle schools and 2 clerks, one from each high school.**

**Savings to General Fund - \$365,700.00**

Dr. Sam Nichols asked if it would help if you saw what you did last year regarding the non-special education instructional aides. Mr. Jimmy Addison stated he would like a copy of it. Mr. Chris Maddox asked if there had been feedback from any Principals. Dr. Sam Nichols stated I meet with them and asked them to list five things and it was the bottom of the list. Mr. Chris Maddox stated if we eliminated one of those from each and from the standard point of the elementary schools they will share one clerical aide between two schools just like they share counselors between two schools. This proposal would eliminate the half clerical aide at each school so each school would then be in a situation where they have a Principal and a secretary to run the whole thing. Mr. Ben Armstrong asked what was on the top of the list from the Principals. Dr. Sam Nichols stated athletics. Mr. Jimmy Addison stated last year with budget reductions, and I am looking down that list, and number 17 is warehouse manager was half their salary. Mr. Mike Manuel stated the savings on that is just for the secretary. The half salary was to transportation. Mr. Jimmy Addison stated the \$25,000 savings was only due to moving the secretary 75% to CNP. Mr. Mike Manuel stated correct. Mr. Jimmy Addison stated we cut lunchroom workers last year by six workers and three managers and we are proposing to cut. Do we have any 12 employees who voluntarily went from 242 to 240 days? Mr. Mike Manuel stated no.

## **Proposed Budget Reductions –**

- **I recommend the restructuring of the alternative education program by eliminating the program specialist, secretary, and head custodian transferring the 4 alternative teachers one to NHS, one to DHS, one to GMS and one to HMS having a self-contained alternative program in each.**

**Savings to General Fund - \$174,000.00**

Mr. Franklin Jones requested that someone explain the savings. Mr. Mike Manuel stated there would be savings from transferring the secretary, custodian and program specialist. Mr. Jimmy Addison asked if all of these would be transferred somewhere else are we actually see \$174,000 savings? Mr. Franklin Jones stated I worked there 22 years and I have seen ups and downs with this program. I asked you a question a while back were in the process of eliminating the program and I was told no. Now I am just concerned about how we are treating these children. Dr. Sam Nichols stated with the ARC program we are serving students on the verge of dropping out we have almost 50 graduates coming out of the program. I think we can service a need of at risk dropping out and other issues can be

dealt with at the schools. Mr. Franklin Jones stated so we are actually recreating ISS and I am concerned that we are creating other issues with those with behavioral problems. There are at risk monies that should be directed to educating those so called at risk children. You know how I feel about this program and I will not ever feel any other way. It has done so much for so many children. We have teachers in this system that went through this program. Dr. Sam Nichols stated the Principals endorsed this. Mr. Franklin Jones stated they also endorsed the formation of this program. Mrs. Brenda Guilford stated maybe I do not understand, but if we are eliminating the positions and then placing them somewhere else how are we saving \$174,000? Dr. Sam Nichols stated there are no local units any more. These units are local units. Mrs. Brenda Guilford stated what you are saying then is this whole program operated on local funds. Dr. Sam Nichols stated general funds. Mr. Mike Manuel stated one teacher is paid out of at risk. Mrs. Brenda Guilford stated then we are going to place the secretary, program specialist and custodian somewhere. Dr. Sam Nichols stated the Board voted on reduction in force which will kick in. Mr. Segrest will review this. Mr. Franklin Jones stated is that what Mr. Manuel was referring to when he said we might not rehire. Mr. Mike Manuel stated there might not be enough positions available. Dr. Sam Nichols stated last year there were 80 and we were able to place 80. This year if we have 70 positions eliminated we may not be able to place them.

## Proposed Budget Reductions –

- **I recommend the elimination of the bookkeeper at Dothan Technology Center and reassigning the duties to the secretary at Dothan Technology Center.**

**Savings to General Fund - \$45,000.00**

- **I recommend the elimination of the secretary position for Federal Programs and reassigning the duties.**

**Savings to General Fund - \$10,000.00**

- **I recommend the elimination of one secretary position in the Department of Transportation.**

**Savings to General Fund - \$50,000.00**

## Proposed Budget Reductions –

- **I recommend transferring one General Accountant salary to the Child Nutrition Program with a 50% savings.**

**Savings to General Fund - \$27,000.00**

- **I recommend reducing the non-tenured teacher's salaries to the State Salary Matrix.**

**Savings to General Fund - \$138,000.00**

- **Eliminate 30 District Paid Cell Phones - \$18,000.00**

Dr. Harry Wayne Parrish stated about the cell phones, have you researched that about the safety. Is that something we need to think about? There are so many things that happen in a corner of a hall. That is the way people communicate now. Do we have two-way radios anymore? Dr. Sam Nichols stated only the bus drivers carry them anymore. Mr. Mike Manuel stated the schools have a base station. Dr. Harry Wayne Parrish stated we need to look at that as a Board and as a safety issue. Mr. Jimmy Addison stated 30 phones at \$18,000 that is \$600 and I do not pay that for my phones. Dr. Sam Nichols stated I will look at that. Dr. Harry Wayne Parrish stated like at Dothan High they have a lot of crevices and you have to really patrol that area and Northview too but it is nothing like Dothan High. I would want a cell phone to communicate if something happened fast. Our children are more important than a \$5,000 phone bill. That is the way I look at it. Mr. Charles Woodall stated they have radios on campus don't they. Dr. Harry Wayne Parrish stated let's just look at that.

## Proposed Budget Reductions –

- We are awaiting the State Departments final allocation to determine whether to modify transportation:
  - A. Transport only K-8 students; or
  - B. Stagger the start times for high, middle and elementary schools.

Both A and B would require reducing the bus fleet by at least 15%.

Current Revenue estimates would cost the General Fund approximately \$523,000 to maintain current services. To stagger start times under current revenue estimates would cost the elimination of 1 secretary and 15 drivers at a cost of \$240,000.00.

Dr. Sam Nichols stated the downside of this is it impacts so many parents, working parents, younger siblings getting home before the older siblings so there are all kinds of issues. Mr. Charles Woodall stated do we bus everybody that asks to ride the bus or is there any determination made on that. Dr. Sam Nichols stated there are not a lot of restrictions. Mr. Mike Manuel stated we bus about 6,000 students a day and try to enforce the 1 ½ miles but there are issues with intersections, sidewalks and other issues. Mr. Charles Woodall stated from a legal standpoint there is no requirement so we can be flexible. If we wanted to clamp down we could save and I am not saying it would save a lot of money but every little bit counts. Dr. Sam Nichols stated we could enforce the 1 ½ miles and central stops. Every year there are pretty irate parents if they are three blocks down the street from their house. I do believe we need to provide the service K through 12 because of safety and AYP.

## Proposed Budget Reductions –

- ▶ Elimination of 14.67 teacher units due to the increasing of the state grade divisors by .45 per grade level.
- ▶ Cost to the General Fund in both revenue and budgeted expenditures – \$751,000.00

DOTHAN CITY SCHOOLS PROPOSED BUDGET REDUCTIONS - PLAN A 2011-2012		
Description	Number of Positions	Amount
Instructional Aides - Gen Fd. - Non-Special Ed.	20.00	606,000.00
Bookkeeper - DTC	1.00	45,000.00
Secretary - Central Office	1.00	10,000.00
Secretary - Transportation	1.00	50,000.00
Clerical Aides - MS & Elem./ 2 HS Clerks(one each HS)	12.00	365,700.00
Custodians - Leave HS -2/each, MS-1/each, Elem.-1/1 DTC/each(20)	33.00	1,049,999.00
Maintenance - Locksmith	1.00	52,000.00
Program Specialist - PASS	1.00	79,000.00
Secretary - PASS	1.00	51,000.00
Custodian - PASS	1.00	44,000.00
<b>Sub-Totals</b>	<b>72.00</b>	<b>2,352,699.00</b>
Eliminate 30 District Paid Cell Phones		18,000.00
Reduce Non-Tenured Teachers to State Salary Matrix		139,000.00
Transfer Gen. Accountant Salary to CNP	0.50	20,400.00
Transfer Secretary - Warehouse to CNP	0.75	39,700.00
Transfer Funding for Director of Elementary Curriculum	0.50	48,000.00
Transfer Funding for Director of Secondary Curriculum	0.50	44,000.00
Transfer Funding for Secretary - Elementary	0.50	24,500.00
Transfer Funding for Secretary - Secondary	0.50	24,500.00
<b>Sub-Totals</b>	<b>3.25</b>	<b>201,100.00</b>
<b>TOTAL REDUCTIONS</b>	<b>75.25</b>	<b>2,553,799.00</b>

Mr. Jere Segrest stated the RIF policy as it stands now is currently, this is the RIF policy that is set forth in the Code Section 16-133 and is being challenged in Alexander City. It has been appealed. That policy is separate and distinct



from the Fair Dismissal law. One of the grounds for fair dismissal is reduction in funds or reduction in students. That is not available in a wholesale basis for the simple reason that non-probationary employees or tenure support personnel have a right to appeal and obtain a hearing process on appeal from the Board's action and obtain a hearing process with an Arbitrator. That is expensive and time consuming and during the time the appeal is ongoing the employee is entitled to be paid. You can only stop that salary when the Arbitrator rules in favor of the Board and once that happens the salary will stop otherwise, if you tried it with 40 or 50 non-probationary or tenured support people you would have 40 or 50 people out there not working but continuing to be paid. This process could take as long as 6 months or could be done in as short as 3 or 4 months. It is not a viable procedure as it stands now. Despite of an appeal of this by the Alexander City Board that hearing process is now ongoing and is going to ensure those misplaced employees have a salary coming. That is just not available at this point in time. It is going to take a reversal of this order. My opinion is it is going to be the law in Alabama. Mr. Jimmy Addison stated in laymen's terms we have 72 people here that are support personnel somewhere. If we have 50 available positions and we offer them that job and they accept it and we have 22 people left and do not have a job for them but we are going to continue to pay them. With what Mr. Segrest is saying in all likelihood that is not going to be available and we are going to have to find somewhere to place them. They are going to continue to get paid no matter until all of it is finalized and six months down the road we still have people that are on a paid vacation. Mr. Jere Segrest stated what I am saying is we cannot ignore the Fair Dismissal Law. That is where we are right now. Mr. Jimmy Addison stated if we have a position available and we offer it to somebody and they take it fine but if we offer a position and they really do not want that position they really do not have recourse. If we fill all of our positions and we still have people that are tenured and we do not have a job for them we are going to continue to pay them until this due process hearing or Arbitration is complete and we may still have to come back and have to create a job for them somewhere. In actuality these 70 positions may not be eliminated. Mr. Jere Segrest stated that is right you still have to win at Arbitration. Dr. Sam Nichols stated we do have positions but we do not know how many at this point. Dr. Dell Goodwin stated there will be some that if their positions are cut are willing to retire for someone else. Mr. Chris Maddox stated there is a bill in the legislature right now called *The Student's First Act* that will change the game in terms of the Board being required to pay during the appeal or the hearing process. Are you familiar with where that bill is in the legislative process? Dr. Sam Nichols stated it is in the House. I think it will pass and the Governor is going to sign it. Mr. Chris Maddox stated this is not going to be real popular with a lot of people but just looking at the Principal recommendation survey that was done and based on what I am reading it says that 10 of our current Principals made athletics and extracurricular activities their number one cut a priority and 8 made it their number two choice in priority of what to cut. We only have 19 Principals and 18 of the 19 have athletics and extracurricular in their top two. I realize that it is not popular at all with the public to talk about athletic and extracurricular activities to cut but it looks like we are getting to the point in the game financially to where we are going to have to get ugly is what it looks like and almost start looking at categories that are legally required by the law versus everything else fall into the extra category. I am not as educated in financial matters as my colleague to my right here or Mr. Manuel for that matter but from what it looks like to the common person being me it looks like we are getting to the point of that is where we are headed. We said this a couple of times at the Honeysuckle meeting that the projections are catastrophic and it is time to deal with it. I appreciate getting this Principal survey recommendation because I think it is important. They are the ones running our schools on a day to day basis and it is important to at least have some input into the situation.

Mrs. Brenda Guilford made a motion seconded by Mr. Ben Armstrong to reconvene into Regular Session as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Dr. Sam Nichols recommended redoing the non-tenure salary to the State Salary Matrix for all teachers that are currently non-tenured for 2011-2012.

Mr. Jimmy Addison made a motion seconded by Mr. Charles Woodall to accept the Superintendent's recommendation. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Chris Maddox stated I was under the impression when we talked about this issue at length last year that this was not a possibility that we could consider as a Board. Dr. Sam Nichols stated this is the information we currently have. Mr. Chris Maddox stated is the reason for the difference in the opinion because these are non-certified employees as opposed to certified? Dr. Sam Nichols stated no these are certified. Mr. Chris Maddox stated I meant to say non-tenured employees as opposed to tenured certified employees. Mr. Ben Armstrong stated we do not have to release these people and hire them back. Dr. Sam Nichols stated we have to provide notification. Dr. Dell Goodwin stated I worked with Mr. Segrest on a letter of agreement and if they are not in agreement then you can non-renew them. Mr. Chris Maddox stated if they do not agree to the modification dropping to the matrix then they are exposed at that point in time to be non-renewed based on the fact they are non-tenured. Dr. Dell Goodwin stated right. Mr. Jimmy Addison stated I appreciate your hard work. There is nothing that is easy about this and when you take the list from last year we had several things to look at and we really cut down on that list. There are not a whole lot of things to look at. Possibly over the next few days before we make the final recommendations there are some other things that might come to light.

**To Further Consider Candidate's Qualifications and Ranking**

Dr. Harry Wayne Parrish stated we had a great search committee giving us five great choices. I could not tell you enough about all of them. They are very fine, classy, top people. We interviewed them two hours at a time. We learned a lot about the different systems. Obviously we are sad about Dr. Nichols retiring but we are excited about a new time. Laurie will pass out the ballots and we will vote on two. We are going to take a short break and then Brenda, Ben, Laurie and myself, because we are the committee, are going to narrow it down to two and I will announce those two names. On May 23<sup>rd</sup> we will interview one of them all day and then on May 26<sup>th</sup> we will interview the other one all day and then on May 31<sup>st</sup> we are going to make a decision. I am asking you to put an "X" by two people and then pass them back and then we will count them.

Mr. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to recess. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to reconvene. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Jimmy Addison stated I made the statement Saturday after we interviewed in a lot of businesses there are a lot of really good people and some people just seem to have a feel and fit a little bit better than somebody else. I think any of the five people could do a good job leading our system but I really appreciate the job the search firm did.

Dr. Harry Wayne Parrish stated he would announce the final two candidates in alphabetical order: Jerry S. Boyd from Tennessee is one of the candidates and Tim Wilder from Florida is the other candidate.

Mr. Jimmy Addison stated Dr. Tinder mentioned setting up meetings with Civic Organizations and that kind of thing. Will those things be handled by you or Laurie. Dr. Harry Wayne Parrish reviewed the Agenda: Orientation to the District at Central Office, escorted tours of schools, lunch at Central Office, escorted tours of schools, reception, dinner, short break, and Board meeting.

**New Business**

Dr. Harry Wayne Parrish stated the Board would meet again on May 16, 2011, May 23, 2011, May 26, 2011 and May 31, 2011. (See Board Meeting List Below)

**DOTHAN CITY SCHOOLS - BOARD OF EDUCATION - BOARD MEETINGS:** Regular Meetings are normally held on the 3<sup>rd</sup> Monday of each month. All meetings are scheduled for 5:00 P.M. in the Dothan City Schools' Teachers' Center, 500 Dusy Street, unless otherwise announced. Meeting dates are occasionally changed due to holidays or conflicts. Additional Special meetings are held as needed and are announced in local media.

DATE	TIME	MEETING
Monday, May 16, 2011	5:00 p.m.	Regular Board Meeting
Monday, May 23, 2011	8:00 p.m.	Special Called Board Meeting
Thursday, May 26, 2011	8:00 p.m.	Special Called Board Meeting
Tuesday, May 31, 2011	5:00 p.m.	Special Called Board Meeting
Monday, June 20, 2011	5:00 p.m.	Regular Board Meeting
Monday, July 18, 2011	5:00 p.m.	Regular Board Meeting
Monday, August 15, 2011	5:00 p.m.	Regular Board Meeting
Monday, September 19, 2011	5:00 p.m.	Regular Board Meeting
Monday, November 14, 2011	5:00 p.m.	Regular Board Meeting
Monday, December 12, 2011	5:00 p.m.	Regular Board Meeting

**Adjournment**

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to adjourn. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

The meeting adjourned at 6:40 p.m.

APPROVED: September 12, 2011

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Dr. Harry Wayne Parrish, Chairman

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Tim Wilder, Superintendent, Secretary